

## 20-21 Racial Equity Work Overview

### Background/Previous Feedback

- Staff demographics:
  - 250 identify as white
  - 70 identify as B.I.P.O.C.
  - PK-12 participating, along with all admin, nutrition, transportation, and custodial staff
- Staff feedback patterns from prior racial equity:
  - More differentiation
  - Time to dig deeper
  - Collaboration in small groups preferable to large groups
  - Desire for racial affinity groups from our B.I.P.O.C. staff
  - Urgency to continue the work
- Student outcomes:
  - Although growth has been made over the past three year, an achievement gap persists for our historically underserved students.
  - Black/African students are disproportionately disciplined.

### Goals:

- To provide safe spaces for our white and B.I.P.O.C. staff to engage in professional development around racial equity
- To create a system of sustained support for B.I.P.O.C. staff
- Create differentiated experiences that places racial equity at the forefront and provides support for personal growth that will lead to the dismantling of white dominance within our school district
- Increase the racial awareness of our predominantly white staff, leading to more culturally responsive practices with our students and better student outcomes.

### Plan

**Dismantling a system of oppression and white dominance so that race is no longer a predictor of success in our district needs to be the focus of our work. If staff have safe spaces to reflect about their racial identity and the impact that it has on their experiences and actions, it will then lead to increased racial awareness in our interactions with students and each other and a collective effort toward dismantling white dominance.**

**For the 20-21 schools year Parkrose School District will be utilizing race based affinity groups to better meet the needs of the staff in our district.**

- ALL secondary, district office, and elementary and support staff will self identify into their racial affinity group and engage in professional development as it pertains to their racial identity.

- B.I.P.O.C. Affinity Space-led by our B.I.P.O.C. leadership. This group will engage in both self directed and group professional development that will create a system of sustainable support for our B.I.P.O.C. staff.
  - Parkrose believes that the leadership and power of this space should belong to the group. B.I.P.O.C. leadership will communicate with the district around ongoing needs, and how we can better create a culture that supports our B.I.P.O.C. educators.
  
- White Affinity Space-led by partner, JORE Consulting. This group will engage in a self reflective and group process that aims to increase white racial awareness, while practicing skills needed to abolish white dominance. Spaces will work through 5 self paced modules in Unwavering (online curriculum), and come together in grade level affinity spaces to work through content and thinking and put in place action plans within their classrooms or work spaces that will lead to equitable outcomes for kids and allyship.
  - JORE Consulting will be providing patterns of feedback and content to better help leadership determine needs and next steps.
  
- Leadership coaching
  - All administration will receive leadership coaching around leading for equity from JORE Consulting.
  - JORE Consulting will work with a district created teacher leader team to coach them around being leaders for equity within their school sites to create a sustainable system and foundation of leadership for supporting this professional development moving forward.
  
- Timeline: All modules finished by January 2021 with leadership coaching extending into Spring 2021.

## **COSTS**

**JORE Consulting, Rebecca Greenidge**

[Jore Consulting Unwavering Curriculum](#)

**Potential Additional Costs based on B.I.P.O.C. space needs-TBD**

Please feel free to get in touch with our Assistant Director of Teaching and Learning , Sarah Lamb-Christensen at [lambsar@parkrose.k12.or.us](mailto:lambsar@parkrose.k12.or.us) if you have any questions.